Note Pad

President Reagan put heavy emphasis on the responsibility of parents for financing their children's college education in his budget proposals for fiscal 1984. But some officials of the Education Department don't think that principle applies as much to graduate education.

Edward M. Elmendorf, Assistant Secretary for postsecondary education, told a recent meeting of graduate-school officials that he agreed with a widely held view that the role of the family in financing education diminishes after children receive their undergraduate degrees.

"Speaking as a parent," he said, "I don't feel I should continue the funding for my son or daughter when they go to graduate school."

That view may be reflected in rules the Education Department is now drafting to tighten the standards used to determine when students who apply for federal aid are considered "self-supporting." Such students are usually eligible for more federal aid because their parents' income is not taken into account.

Some proposals to tighten the standards have been criticized because they would make it more difficult for many graduate students who are truly self-supporting to qualify for aid. But Mr. Elmendorf told graduate-school officials that the Education Department was looking for ways to tighten the definition of financial independence without penalizing needy graduate students.

▪

An early supporter of the National Institute of Education has had second thoughts about the agency.

Chester E. Finn, Jr., who as a White House assistant in 1970 helped draft the Nixon Administration's proposal to establish the N.I.E., has called for the abolition of the institute in an article in the February issue of *Phi Delta Kappan* magazine.

"The political, intellectual, and organizational ailments from which [the N.I.E.] has suffered since its inception a decade ago are incurable," said Mr. Finn, who is now a professor of education and public policy at Vanderbilt University.

One of the institute's "fundamental failings," Mr. Finn said, is that "ideology has become the principal determinant of the N.I.E. research agenda." Although the Reagan Administration has frequently been accused of imposing a conservative ideology on the institute, Mr. Finn said the Carter Administration's "fixation on 'equity' " in evaluating research was just as ideological.

▪

In the same issue of *Phi Delta Kappan*, however, an official of the American Educational Research Association defended the N.I.E., saying the agency's budget had been cut "just as it reached its highest levels of productivity and usefulness."

David H. Florio, director of governmental relations for the association, contended that abolishing the N.I.E. would return educators "to the days of fragmented, small-scale studies, when educational research lacked a clear national focus."

Washington

Pentagon's Spending for Basic Research Fails to Keep Pace with Applied R&D

By KIM McDONALD

WASHINGTON

Although President Reagan's emphasis on military strength has resulted in substantial budget increases for the Pentagon's research-and-development programs, the proportion devoted to basic research has dropped, from 4 per cent in the 1970's to an estimated 2.9 per cent next year.

Last month, for example, Mr. Reagan recommended that $29.9-billion be spent on military research and development in fiscal 1984, a 29-per-cent increase over the $23.2-billion expected to be spent this year.

But Mr. Reagan's request for $850-million for the basic, or non-applied, portion of the research budget in fiscal 1984 would be just 9 per cent more than the $779-million the Pentagon will spend this year.

Over all, Pentagon spending on basic research at universities, as well as on applied research and development, has steadily increased since the mid-1970's.

This year universities will receive an estimated $332-million for basic research and $465-million for applied research-and-development work from the Defense Department, about $100-million more than they received for those purposes in fiscal 1982.

But actual increases for fundamental military research, Pentagon officials say, have not kept pace with the growth in the Defense Department's applied research-and-development programs.

Leo Young, director of the Pentagon's university research office, said the Pentagon's basic-research program, which distributes about half of its money to universities, has grown by about 6 percentage points more than the rate of inflation since fiscal 1982. However, because two-thirds of the increase was due to a new $30-million program to replace obsolete research equipment at universities, he said, the real growth in the Defense Department's basic-research effort was only 2 percentage points.

Since 1970 basic research has accounted for about 4 per cent of the agency's research-and-development budget.

Figures provided by the National Science Foundation indicate that the Defense Department's spending on basic research would drop to 2.9 per cent of the total military research-and-development budget if Congress approves Mr. Reagan's request for fiscal 1984.

Since the early 1970's Congress has also restricted the Pentagon to supporting research with "potential application" to military use. As a result, the Pentagon's basic research effort is focused in such areas as electronics and laser studies. It does not support as wide a variety of research projects as the National Science Foundation does, for example.

George A. Keyworth, II, President Reagan's science adviser, said in an interview that he had hoped to increase substantially the Pentagon's spending for basic research when he assumed his post two years ago. But, he said, re-establishing the strong research ties that universities had with the Pentagon in the 1950's but lost during the Vietnam War years "is happening much more slowly than I hoped."

"I had looked forward to the Defense Department's playing a major role [in supporting academic research], because I still remember and look back at the era when the Defense Department was probably the most excellence-oriented supporter of basic research this country every had," he said.

"But I think it's going to take a long time. I think the Pentagon makes a contribution [to academic research], but I don't look to it to make the major contribution for several years."

Part of the reason that spending on basic research has not been growing more may be the cost of increasingly sophisticated and expensive weapons systems, which have accounted for much of the growth in the Pentagon's development budget, an analyst at the Congressional Budget Office said.

A Victim of Politics

Other observers say that basic research has also been a victim of politics, since the officials with the most political clout favor equipment purchases more than research.

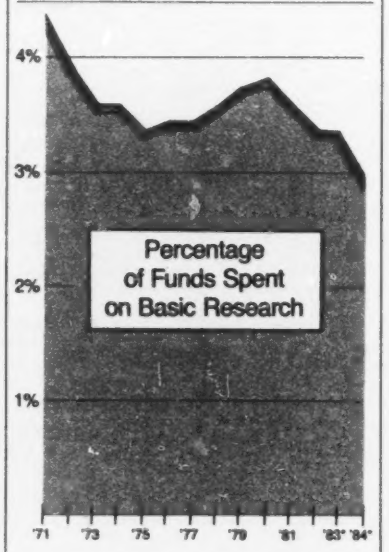
"When the Pentagon budget goes up, the main motivation is to buy more hardware," said a Defense Department official.

Congress has tended to reduce the President's requests for military spending each year, giving the Defense Department, unlike most agencies, less to spend on basic research than the President asked for.

For the current year, fiscal 1983, Congress reduced Mr. Reagan's request for basic military research, approving a 12-percent increase over 1982 instead of the 19-per-cent increase the President requested.

But Mr. Reagan's request for a 9-percent increase in spending on basic research for fiscal 1984—only about 4 percentage points more than projected rate of inflation—makes the prospects for real growth in military basic research next year, "very worrisome," Mr. Young said.

How Defense Dept. Spends Research Funds



Fiscal year	Basic research	All research & development
1971	$322,139,000	$ 7,509,036,000
1972	328,774,000	8,318,145,000
1973	306,711,000	8,404,214,000
1974	302,943,000	8,420,386,000
1975	300,065,000	9,012,472,000
1976	326,885,000	9,654,722,000
1977	373,254,000	10,963,351,000
1978	410,410,000	11,553,638,000
1979	471,527,000	12,506,225,000
1980	540,341,000	13,981,012,000
1981	604,285,000	16,508,649,000
1982	685,600,000	20,575,600,000
1983*	768,600,000	23,179,200,000
1984*	867,300,000	29,881,900,000

* Estimated SOURCE: NATIONAL SCIENCE FOUNDATION

Graduate Schools Call Reagan Budget 'Shortsighted'

By JANET HOOK

WASHINGTON

Officials of graduate and professional schools contend that their students would get a raw deal under President Reagan's budget proposals for fiscal 1984.

The officials, who met here last week to discuss the issue, criticized as "shortsighted" Administration proposals to reduce or eliminate several key sources of aid for graduate and professional students in the Departments of Education and Health and Human Services.

"President Reagan has characterized his proposed 1984 budget as 'strong medicine,' " said Richard Black, chairman of the Graduate and Professional Financial Aid Council. "For graduate and professional students, the Administration's budget is a bitter pill to swallow."

At a meeting sponsored by the council, which advises the Educational Testing Service, university officials were particularly critical of the Administration's proposal to require graduate students to pay a 10-per-cent fee on Guaranteed Student Loans—double the percentage now paid by all borrowers.

John R. Kramer, dean of Georgetown University's law school, called the proposed fee increase "a gimmick without justification other than cutting costs."

Last year the Administration met widespread opposition when it proposed barring graduate students from receiving guaranteed loans and requiring them to borrow under another, more expensive federal loan program. Although graduate-school

Continued on Following Page

8.3-Pct. Salary Increase Reported for Continuing Faculty Members

Average salaries in higher education for continuing faculty members—those employed fulltime by the same colleges and universities both this year and last year—are 8.3 per cent higher in 1982-83, according to preliminary data reported by the American Association of University Professors. The average gain in 1981-82 was 10.1 per cent.

The Chronicle Survey, which was not limited to continuing faculty members, found a 7.6-per-cent average increase for 1982-83, compared with a gain of 8.4 per cent for 1981-82 (*The Chronicle*, January 5).

The A.A.U.P.'s data were prepared by Maryse Eymonerie Associates, based on information from a sample of 1,159 institutions. The following table shows the percentage increases for 1982-83 over 1981-82 for continuing faculty members in various ranks.

	Public institutions	Church-related institutions	Other private institutions	All institutions
Ph.D.-granting universities				
Professor	7.4%	9.9%	10.5%	8.1%
Associate professor	7.8%	10.9%	10.7%	8.4%
Assistant professor	8.8%	11.1%	12.7%	9.5%
Instructor	8.8%	11.7%	11.9%	9.3%
All ranks	7.8%	10.6%	11.0%	9.3%
Institutions granting other graduate degrees				
Professor	6.3%	8.3%	10.3%	7.3%
Associate professor	7.0%	7.9%	10.5%	7.7%
Assistant professor	7.6%	8.9%	10.5%	8.8%
Instructor	7.8%	8.7%	10.5%	8.3%
All ranks	6.9%	8.4%	10.4%	7.7%
Institutions granting only the bachelor's degree				
Professor	6.4%	8.3%	9.5%	8.7%
Associate professor	6.9%	8.9%	9.8%	8.9%
Assistant professor	7.5%	8.8%	11.1%	9.4%
Instructor	6.4%	8.7%	8.0%	8.0%
All ranks	6.9%	8.7%	9.9%	8.0%
2-year colleges				
Professor	7.4%	7.8%	7.4%	7.4%
Associate professor	7.8%	7.8%	7.6%	7.8%
Assistant professor	8.1%	9.5%	8.1%	8.1%
Instructor	10.2%	8.3%	14.1%	9.5%
All ranks	8.1%	8.6%	9.3%	8.1%
Institutions without academic ranks	7.5%	8.3%	10.8%	7.6%
All institutions except those without academic ranks				
Professor	7.1%	8.7%	10.3%	7.9%
Associate professor	7.5%	9.1%	10.4%	8.2%
Assistant professor	8.2%	9.3%	11.5%	9.0%
Instructor	8.6%	9.1%	9.7%	8.7%
All ranks	7.5%	9.0%	10.5%	8.3%

Health Care

Continued from Page 1

year. Such increases are usually made only once a year, in July, said Jacob H. Wamsley, assistant vice-chancellor for fiscal affairs, but rising medical claims forced officials to act in January. At the same time, the system increased the plan's deductible—which had been a flat $100 per year—to $150 for hospital costs, $150 for nonhospital costs, and $50 for each hospital admission.

Mr. Wamsley said the system's average monthly claims for the 12-month period ending in January had increased 19 per cent over the previous 12 months.

The Reagan Administration's tax proposal, which was included in the President's 1984 budget message, is aimed in part at containing costs by making comprehensive, expensive health-insurance plans less attractive to employees. According to officials at the Department of Health and Human Services, about 30 per cent of employees with employment-based health coverage would pay taxes under the Administration's plan.

A recent survey of 17 colleges and universities in the Northeast found that monthly employer health-insurance contributions ranged from $84 to $205 for family coverage, and $37 to $82 for single coverage.

Opposition by Faculty Groups

Officials of the American Association of University Professors, the National Education Association, and the American Federation of Teachers (A.F.L.-C.I.O.) said their organizations opposed taxing health-care benefits because it would amount to reducing faculty income.

"Any further cuts in either fringe benefits or real dollars in terms of salaries is going to seriously affect the economic status of faculty," said Alfred D. Sumberg, director of government relations at the A.A.U.P.

Gerald D. Morris, assistant director of legislation at the A.F.T., said the proposal would disrupt collective-bargaining agreements on health insurance. He said it was simplistic to blame employees, rather than providers of health care, for rising costs.

The A.F.T. and the N.E.A. are affiliated with the Health Security Action Council, a coalition of labor, business, civic, and other organizations that is proposing legislation for a comprehensive cost-containment plan called Health Action to Limit Takeaways (H.A.L.T.).

Meanwhile, some universities are emphasizing preventive health care. Fred L. Petersen, director of personnel administration at the University of Utah, said his institution had:

▶ Given employees copies of the book *Take Care of Yourself: A Consumer's Guide to Medical Care*, by Donald M. Vickery and James F. Fries (Addison-Wesley Publishing Co., Reading, Mass. 01867; 269 pages; $18.95 hardcover, $9.95 paperback; 1976).

▶ Established a blood-pressure clinic and arranged for a doctor to be available one day a month to see employees referred by the clinic.

▶ Planned for university health experts to write a series of articles for employees about medical topics.

Georgia's Mr. Wamsley said universities could save substantial amounts by strictly monitoring health-insurance claims to make certain that employees who are covered under another plan (a spouse's, for example) are not receiving combined benefits exceeding the total cost.

Towards Equitable Education for Women and Men:
Models From the Past Decade

March 11 & 12, 1983
Skidmore College, Saratoga Springs, New York

A conference designed to focus on the implications, during the past decade, of the decisions of colleges and universities to become coeducational or to remain single-sex institutions. The goal of the conference is to examine how those decisions have affected educational programs, co-curricular life, and the larger society.

Conference Highlights

Friday, March 11

9:00-11:00 AM CONFERENCE REGISTRATION
11:00-12:30 PM OPENING PANEL: *"Four College Presidents on Single-Sex Versus Coeducation: The Rationales"*
Panelists: *Ruth Schmidt, President, Agnes Scott College; Rhoda Dorsey, President, Goucher College; Lewis Salter, President, Wabash College; John Chandler, President, Williams College*
Moderator: *Joseph Palamountain, President, Skidmore College*

12:30-2:00 PM Lunch
2:00-5:30 PM CONFERENCE SESSIONS
2:00-3:30 I. Historical Perspectives on Coeducation
II. Institutional Decisions: From Single-Sex to Coeducation
III. Institutional Decisions: Single-Sex and Coordinate Structures
IV. Perspectives on Faculty

4:00-5:30 I. Curricular Case Studies
II. The Truly Non-Sexist Curriculum: Where is it? The Smith Project on Women and Social Change
III. Women's Studies: Institutional Examples
IV. Student Leadership

5:30-8:00 PM Dinner

8:00 PM **FEATURED SPEAKER: *GLORIA STEINEM***
Conference Reception following

Saturday, March 12

9:00-12:30 PM CONFERENCE SESSIONS
9:00-10:30 I. Educational Aspirations and Life Goals
II. Gender Studies
III. Sex Role Attitudes: Classroom and Collegial Interactions
IV. Coeducation and Women's Values

11:00-12:30 I. The Dilemma of Catholic Coeducation: The Boston College Study
II. Women in Science
III. Gender Dynamics: Campus and Classroom
IV. Reconstructing the American Literary Canon

12:30-2:00 PM Lunch
2:00-3:30 PM CLOSING PANEL: *"TOWARDS A NON-SEXIST EDUCATION"*
Panelists: *Jean Howard, Department of English, Syracuse University; Florence Howe, Director, The Feminist Press; Elizabeth Tidball, Department of Physiology, Medical Center, George Washington University*
Moderator: *Susan Kress, Department of English, Skidmore College*

FOR REGISTRATION INFORMATION:
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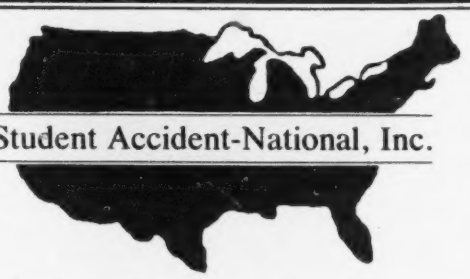

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THE CHRONICLE of Higher Education

ISSN 0009-5982

March 2, 1983 • $1.25
Volume XXVI, Number 1

News Summary

Articles on inside pages

Private colleges and universities are trying out new ways to increase their revenue—including starting up profit-making businesses. Story on Page 5.

Competency tests employed to certify schoolteachers are keeping many blacks from entering the profession. Story on Page 7.

Lobbying by higher-education groups and other nonprofit organizations that receive federal grants would be limited by new government rules. Story on Page 9.

Houston, a city that likes to have "the biggest and the best of everything," can be a congenial place for academics. Story on Page 23.

Herschel Walker, the University of Georgia football player who won last year's Heisman Trophy, has signed a pro contract even though he had a year of eligibility left in the college sport. Story on Page 15.

Salaries of college administrators may be increasing at a slower rate than those of faculty members, data from a new survey suggest. Story on Page 21.

Teachers at Quebec's community colleges have returned to work after a strike that lasted more than three weeks. Story on Page 19.

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A THREAT TO INTEGRITY?

Gambling on College Games Said to Be Up Dramatically

By ANGUS PAUL

Gambling on college sporting events appears to be growing dramatically, say observers ranging from college officials to bookmakers. Opinion is sharply divided, however, on whether the situation poses a threat to the integrity of college athletic programs, and what remedies, if any, the institutions should consider.

The National Collegiate Athletic Association, which thinks gambling is on the rise, has formed a committee to keep an eye on what's happening, says David E. Cawood, an assistant executive director of the N.C.A.A. and a member of the committee.

Gambling in general is increasing "phenomenally," and betting on college contests is keeping pace, says Sonny Reizner, director of the sports book (where people place bets on athletic contests based on posted odds) at the Castaways Casino in Las Vegas.

Mort Olshan, editor and publisher of the *Gold Sheet*, a weekly betting publication, argues that wagering on games is legitimate recreation for the millions of Americans "who enjoy the excitement of challenging the oddsmakers."

Bill Esposito, sports-information director for St. John's University in New York, takes a different view. He thinks betting has brought about a situation in which point-shaving (players keeping the score of a game closer than the gambling line predicted) affects at least some college contests in all 50 states, although he acknowledges that the assertion is impossible to document.

On the other hand, Will Jones, the head basketball coach at the University of the District of Columbia, says that even if point-shaving has gone on undetected—which he doubts—it involves only a tiny minority of college athletes.

Scandal Called Inevitable

Some observers, including Billy Packer, a basketball commentator for CBS-TV, warn that a repetition of the point-shaving scandals involving college teams in 1951, 1961, and 1981 "could destroy college basketball." (In those scandals, players on a total of some 30 college teams were accused of deliberately keeping scores down in collaboration with gamblers.)

Mr. Packer and Al McGuire, basketball commentator for NBC-TV, put together a film on gambling and college sports called "Sell Out!" Coaches, law-enforcement officials, and former players interviewed in the film believe another scandal is inevitable.

Observers such as Chris Wallace, the editor and publisher of the *Blue Ribbon*

Continued on Page 16, Column 1

College Students Said to Require $1-Billion a Year for Computing

To get to that level, spending would have to be tripled

By JACK MAGARRELL

WASHINGTON

The price tag for meeting the computer needs of American college students is now estimated at roughly $1-billion a year.

An authority on the use of computers in college-level instruction says students need about four times as much access to computers as they are getting.

To meet that need, colleges and universities would have to triple their present levels of spending for equipment, programs, and faculty members in the computer field, says Robert G. Gillespie, vice-provost for computing at the University of Washington.

Mr. Gillespie, who directed a 1981 study on computers in higher education for the National Science Foundation, presented his assessment in testimony before the Science and Technology Committee of the U.S. House of Representatives.

Colleges and universities now spend about $300-million a year for use of computers in instruction, Mr. Gillespie said. He estimated that meeting the needs for student access would cost $1-billion or more a year.

"Essentially," he said, "we would need to spend at least as much money for computing as we spend on libraries—about $100 per student."

Another witness before the committee

Continued on Page 6, Column 1

Court to Decide Case on Title IX and Student Aid

Grove City College wins review that U.S. opposed

By CHERYL M. FIELDS

WASHINGTON

Grove City College will have a chance to try to convince the Supreme Court that it is not covered by a federal law barring sex bias because it accepts no direct federal aid.

The Supreme Court announced last week that it would review a decision by the U.S. Court of Appeals for the Third Circuit, which ruled last year that the college was subject to Title IX of the Education Amendments of 1972 because it receives federal financial assistance through the Pell Grants its students get.

Title IX bars sex bias in "federally assisted education programs or activities."

Oral arguments in the case are not expected to be scheduled until the Court's next term begins in October.

The Grove City case arose in 1976 when the Department of Education threatened to bar the college's students from receiving federal financial aid unless the college signed an "assurance form" promising to obey Title IX.

The college refused, saying that it did not accept direct federal aid and should not be considered a recipient of federal assistance simply because its students receive money from the government.

Justice Dept. Opposed Appeal

The Department of Justice urged the Court not to accept the case, saying that the only issue before the Third Circuit was whether the college should be considered a recipient of federal aid. The circuit court was "clearly correct" in deciding that it was, the Justice Department said, and the case should rest there.

Besides that issue, however, the college is challenging a section of the Third Circuit's opinion that deals with whether Title IX's bar on sex bias in "federally assisted education programs or activities" should be interpreted so that the entire institution is considered an "education program"—or whether the ban on bias applies only to

Continued on Page 12, Column 1

BETTMANN ARCHIVE

Scholarly Books for Spring

Alcoholism, old age, and Dracula are among the topics scholars treat in books to be published this spring. Also on the agenda: Soviet Russia—its past, present, and future; the history of China; and a biography of Booker T. Washington (left).

A preview of those and other forthcoming scholarly books begins on Page 27.

'In' Box

A comprehensive national study of retirement benefits for college and university employees is in the offing, according to a law professor at the Georgetown University Law Center who has discussed the idea with several major foundations.

The professor, Roy A. Schotland, recently completed his own critical review of the pension programs offered by the Teachers Insurance Annuity Association and the College Retirement Equities Fund. His report is scheduled to be published in May, along with a formal response from T.I.A.A. and C.R.E.F., by the National Association of College and University Business Officers.

An outspoken critic of the management and investment performances of T.I.A.A. and C.R.E.F., Mr. Schotland says the national study is likely to range well beyond concerns that have led more than a score of colleges and universities to begin offering alternatives to those companies' annuity plans. He says the study could take a year or two, and that he hopes it will cover such issues as:

▶ The relationship between an employee's preretirement income and the benefits he ultimately receives.

▶ Whether retirement programs should be extended to include "defined benefit" plans, which link benefits to a retiree's past salary level rather than to the investment earnings of a retirement account.

▶ How much colleges should contribute to retirement accounts.

▶ Whether retirees should be able to elect full lump-sum payments at retirement—an option they don't have now.

▪

Grant seekers who customarily visit their college or university libraries for information about fellowships and research funds may also wish to inquire at the campus development office. That's where the Academic Research Information Service says it mails most of its reports to subscribers every six weeks.

The company publishes a newsletter, the *ARIS Funding Messenger*, in each of three areas: the creative arts and humanities, the social and natural sciences, and the medical sciences. An unusual feature, says Betty L. Traynor, president of ARIS, is a listing of inventions and products needed by major corporations, obtained from the Rain Hill Group, a New York-based service company.

For details: ARIS, 2940 16th Street, Suite 314, San Francisco 94103.

▪

Free listings for American and British faculty members who would like to exchange homes are provided in *Faculty Home Exchange*, a quarterly directory sold to college and university libraries in both the U.S. and Britain.

The directory is published by H. Clyde Hostetter, a professor of journalism at California Polytechnic State University at San Luis Obispo. For a registration form, send him a self-addressed, stamped envelope at 48 Los Palos Drive, San Luis Obispo, Cal. 93401. (The directory's next deadline: March 21.)

Personal & Professional

Administrators' Salaries Are Up 6.4 Pct. Since 1981-82, Trailing Faculty Gains

By ROBERT L. JACOBSON
WASHINGTON

The salaries of college and university administrators, while continuing to go up faster than the cost of living, appear to have grown at a slower rate in the past year than those of faculty members.

According to the latest annual "compensation survey" by the College and University Personnel Association, median salaries of administrators at 1,487 responding institutions have risen 6.4 per cent since 1981-82, compared with a 10-per-cent gain the previous year.

In contrast, last fall's Chronicle Survey of faculty salaries for 1982-83 found an average increase of 7.6 per cent, compared with a rise of 8.4 per cent the previous year.

Preliminary salary data from the American Association of University Professors show a slightly higher gain this year—8.3 per cent—for full-time faculty members employed by the same institutions they worked for last year.

The federal government's Consumer Price Index went up 3.9 per cent in 1982 and 8.9 per cent in 1981.

Reversal of Previous Practice

All of those numbers, although not entirely comparable, suggest that over the past year colleges and universities have generally reversed their previous practice of rewarding administrators somewhat more than faculty members.

One interpretation of the data, said Stephen S. Miller, executive director of the personnel association, is that administrators are now "bearing the brunt" of higher education's budgetary problems. He said in an interview that he sensed a feeling among college officials that "we've got to help the faculty."

"I don't think we've been in this position before," Mr. Miller added.

The personnel association's latest survey found greater gains in administrative salaries at public institutions (6.6 per cent) than at private institutions (5.6 per cent). These are some other comparative findings for median salaries this year:

A table of median salaries for administrative positions in colleges and universities appears on Page 26.

▶ They are up 6.5 per cent at two-year colleges, 6.2 per cent at universities, and 4.7 per cent at four-year colleges.

▶ By job category, salaries increased the most in executive affairs (8.3 per cent), followed by administrative affairs (7.9 per cent), external affairs (7.2 per cent), academic affairs (6.5 per cent), and student affairs (4.2 per cent).

▶ Administrators who were promoted or transferred to other positions within their institutions were paid 3 per cent more, on the average, than were those hired from outside the institutions.

▶ The salaries of administrators who are members of minority groups are about 37 per cent lower than those of other administrators.

▶ Women's salaries are about 45 per cent lower than men's.

This year, for the first time, the report of the survey includes supplementary tables on salaries for "second line" administrative positions, such as assistant to the president, payroll manager, associate director of food services, and admissions counselor. In all, 36 such positions are covered for various types of colleges and universities.

Comparing the data with those for the principal positions, the survey found smaller salary differences in the secondary categories between minority groups and others, and between women and men.

An appendix to the main report shows the distribution of salaries for nearly 36,000 administrators in 94 job categories. The highest paid among them include two deans of medicine earning at least $150,000 a year and 23 others earning $100,000 or more, two chief executives of higher-education systems earning $135,000 to $140,000, and the heads of two separate institutions whose salaries are between $140,000 and $146,000.

At the other extreme, the data show 268 administrators earning less than $10,000 a year. They include 43 nurses in charge of student-health services, 40 bookstore directors, 22 campus chaplains, and 13 directors of campus security.

Mr. Miller said there was some concern in the personnel association that the survey data, presented in more than 100 tables, could be misused by campus officials and politicians if they failed to compare salaries at institutions like their own when trying to determine how well particular administrators are being paid.

Cautionary Note

Because of that, he said, a cautionary note was added to the report. It says that summary data for all institutions "should be used only to obtain a broad overview" of salaries for different positions.

Copies of the report, *1982-1983 Administrative Compensation Survey*, may be ordered from the College and University Personnel Association, 11 Dupont Circle, N.W., Suite 120, Washington 20036. The price is $25 for members of the association, $75 for nonmembers participating in the survey, and $150 for others.

The supplement on salaries in second-line positions may be ordered separately. Its price is $10 for association members, $25 for nonmember participants, and $50 for others.

In addition, the association is advertising "customized" analyses of its survey data so that college officials can more closely compare their administrators' salaries with those of administrators at other institutions.

Further information is available from Mr. Miller at (202) 462-1038.

Cost Estimates for 'Unisex' Pensions Disputed

By CHERYL M. FIELDS
WASHINGTON

The sponsor of a bill to outlaw discrimination in insurance coverage last week accused the Teachers Insurance and Annuity Association and the College Retirement Equities Fund, among other insurance companies, of making "wildly exaggerated" claims about the cost of equalizing premiums and benefits.

Rep. John D. Dingell, Democrat of Michigan and chairman of the House Committee on Energy and Commerce, said that T.I.A.A. and C.R.E.F., which provide pension plans for about 1,500 colleges and universities, had estimated that ending sex discrimination in its annuities would cost $3.2-billion.

But, he said, a recent study by the Labor Department indicated that even if that figure were correct, it would cost only $23-million annually, or "$6,764 for each of the 3,400 educational institutions served by T.I.A.A.-C.R.E.F." The companies provide pension plans for private schools and research organizations in addition to colleges and universities.

The companies' estimate is exaggerated, he added, "since T.I.A.A.-C.R.E.F. has for years consistently used its high earnings to pay its annuitants much more than the sex-based guarantees contained in their contracts. Hence, T.I.A.A.-C.R.E.F. can, by its dividends, pay its annuitants on a gender-neutral basis without a single additional cent having to come from any of the colleges and universities it serves."

Denial by TIAA-CREF Spokesman

A spokesman for the two companies, William T. Slater, a senior vice-president, denied that they had used the $3.2-billion figure Mr. Dingell cited. Mr. Slater said the companies had estimated that if they were required to begin paying all future pension benefits to women and men on a "unisex" basis as of a particular date, such a plan would result in "a redistribution of income in amounts up to $2-billion, based on life expectancies today and past assets and accumulations."

But T.I.A.A. and C.R.E.F. read the Dingell bill as requiring payment of some equalized benefits "retroactively," he said, which could be much more costly.

A subcommittee of the Energy and Commerce Committee held two days of hearings last week on Mr. Dingell's bill, HR 100, which would bar discrimination in insurance on the basis of race, color, religion, sex, or national origin.

Although President Reagan said in his

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